

**Regional Transit Authority  
Motion No. 17**

A motion of the Board of the Regional Transit Authority for the Pierce, King and Snohomish Counties region adopting guiding principles for employment and contracting, and authorizing the Executive Director proceed with tasks on the decision timeline for developing strategies to implement the guiding principles.

**Background:**

In 1994, the RTA Board adopted Resolution No. 19, dealing with procedures for procuring materials and working and providing services for the authority. Resolution No. 19 in part provides for steps being taken to ensure that parties contracting with the RTA comply with all government regulations regarding non-discrimination, equal employment opportunity (EEO) and affirmative action. The RTA has since established a Disadvantaged Business Enterprise (DBE) program and DBE goal, submitted a civil rights compliance report to the Federal Transit Administration, and is participating in a study to provide a recent review of a factual basis for Minority and Women's Business Enterprise (M/WBE) programs in this area.

The purposes of the M/W/DBE and EEO programs are to counter the effects of past discrimination, and foster practices that increase opportunities and participation in RTA contracts and employment.

The attached Guiding Principles for Employment and Contracting are designed to help fulfill the RTA's employment and contracting objectives. The RTA recognizes that there are many ways to meet the intent of the guiding principles, each with advantages and disadvantages. Before adopting a set of strategies to put the guiding principles in place, the RTA intends to review those strategies with the public and listen carefully to community concerns.

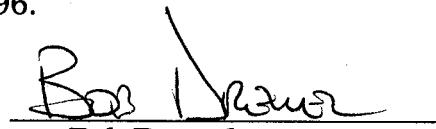
The attached decision timeline would establish a schedule for developing RTA strategies for hiring employees, purchasing goods and services and obtaining professional services consultants. Strategies for construction contracts will be deferred until the results of the current disparity study are available.

Construction contracts are not expected to be awarded until at the earliest late-1997. Making the appropriate early decisions regarding RTA hiring staff, purchasing goods and services, and obtaining professional services consultants will set the stage for later policy development and implementation for construction contracts.

**Motion:**

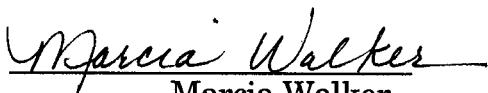
It is hereby moved by the Board of the Regional Transit Authority that the Guiding Principles for Employment and Contracting are adopted. The Executive Director is authorized to proceed with tasks on the decision timeline for developing strategies to implement the guiding principles.

Approved by the RTA Board on November 1, 1996.



Bob Drewel  
Chair of the Board

**ATTEST:**



Marcia Walker  
Board Administrator